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understand trade unionism the thing of primary importance is to understand trade unionists. This means that it is essential to understand their ideals, aims, policies, attitudes, dispositions, theories, and philosophy—to understand these both as a more or less consistent body of thought and as an adjustment to certain conditions and problems of life. In other words, it should be primarily a social psychology of the trade unionists.

Groat cannot be accused of having no material of that kind, but he has pushed most of it into a short chapter of conclusions, and the general plan of the book is based on other designs. For instance, in Part III, on "Collective Bargaining," he makes practically no effort to present reasons why the trade unionists demand or defend collective bargaining, but discusses these points: strikes, arbitration, boycott, closed shop, trade agreement, restriction of membership, and output and trade-union benefits. Those points have to do entirely with the technique of collective bargaining or with the means of enforcing collective bargaining. A detailed study of the several chapters in that part shows that the author is interested primarily in definitions, statistics, methods, and technique. Those points are undoubtedly important, but they do not furnish all that is necessary in order to understand the spirit of organized labor or the social psychology of the trade unionist.

In general, the strength of the book lies in its impartial attitude, in the excellent description of the structure of the American Federation of Labor, and in the extensive discussion of the legal aspects of unionism. Its weakness is that it does not give the reader an acquaintance with the trade unionists as people or with the spirit of organized labor; also, one wonders why no analysis of the railway brotherhoods was included, in view of their pre-eminent success and significant characteristics.

E. H. SUTHERLAND

WILLIAM JEWELL COLLEGE

Industrial Arbitration. A World-wide Survey of Natural and Political Agencies for Social Justice and Industrial Peace. By CARL H. MOTE. Indianapolis: Bobbs-Merrill, 1916. Pp. 351+xliv. \$1.50.

The thesis of this book is that "neither voluntary nor compulsory arbitration will work with any conspicuous degree of success in this country until the worker has been set free economically; until he is given a compelling voice against his employer as to his wages, hours, and working

conditions" (p. 349), and that after such "primary justice" is secured, arbitration will be largely unnecessary (p. 11). Thus his thesis is that arbitration is characteristically either unsuccessful or else unnecessary, and in either case is largely without value.

This interesting thesis is drawn as a conclusion from a survey of the systems of industrial arbitration in England, Germany, France, New Zealand, Australia, Canada, and the United States. Whatever importance can be attributed to this book lies in the statement of this thesis and in the massing of information that can be used to prove it rather than in the rigor of the proof. In fact, his material is scattered and jumbled, his argument is scrappy, and the conglomerate mass of interesting information regarding industrial conditions, designed to throw light on the systems of arbitration, is of slight value because of the lack of organization. From the evidence which is submitted, his conclusion that the failure of arbitration is inherent in the principle of arbitration is not justified; the evidence could have been used to prove that the failure was due to the low ideals of the administrative officers. The thesis is important and well deserves the careful work necessary to verify it. But the book, as it stands, is one of those that deal vaguely with "social justice."

It is evident, also, that the author fails to appreciate many of the important industrial facts and movements in this country. He states that the Knights of Labor was an organization based on the principle of industrial unionism (p. 195), he misinterprets the socialist argument (pp. 4-6), and he admires the recent Industrial Relations Commission.

E. H. SUTHERLAND

WILLIAM JEWELL COLLEGE

The Next Step in Democracy. By R. W. SELLARS, PH.D. New York: Macmillan, 1916. Pp. v+275.

It is refreshing to read a book on democracy so penetrating, so sensible, and so constructive as this. The author would characterize his viewpoint as that of philosophic socialism, but in his treatment there is little or nothing to suggest the traditional socialist dogmas. Half of the book is concerned with an interpretation of socialism as the great democratic movement of the nineteenth century. In this part error and accuracy of thinking are characterized impartially. Considerable space is given to the consideration of, and reply to, the current objections to socialism as a democratic movement. It is significant of the growth